



Stockton-on-Tees
BOROUGH COUNCIL



Job Description

SOCIAL WORKER CHILDREN & FAMILIES

Job details

Grade:	K-M
Directorate:	Children's Services
Reporting to:	Team Manager
Location:	Dunedin House
Work Environment:	Agile
Contract:	Permanent 37 hours

Job Summary:

In this role, you'll be transforming the lives of children and families by delivering high-quality social work that doesn't just protect and support young people, it empowers them to truly thrive. Every day, you'll bring your professional curiosity and expertise to understanding what children and families need, shaping thoughtful assessments, and leading meaningful interventions that spark positive, lasting change.

You won't be doing this work alone. You'll be part of a supportive, motivated team where shared purpose drives everything we do. You'll also feel the benefit of permanent, visible and accessible leadership; leaders who stay close to practice, champion your development, and make sure you feel guided, connected and valued.

Your day to day:

- Carry out meaningful assessments that identify strengths, needs and risks, shaping clear and child-focused plans
- Build strong, trusting relationships with children, families and carers to support positive change.
- Lead and contribute to safeguarding enquiries, including responding to allegations of harm.
- Prepare clear, analytical reports and maintain high-quality case recording.
- Work jointly with partners and agencies to deliver coordinated support that keeps children safe.
- Engage in reflective practice, team development and service improvement activities.
- Represent the service in court proceedings, preparing robust evidence and presenting professional analysis where required.

Additional information:

- A full driving licence and access to a vehicle.
- Flexible approach to meeting the needs of service users.
- A positive enhanced DBS.
- Commitment to CPD in maintenance of your Social Work England Registration



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Personal Specification

Essential criteria

Qualifications

- Recognised Social Work qualification (Degree in Social Work, DipSW or CQSW)
- Registered with **Social Work England**.
- ASYE completed

Experience

- Experience working with children, young people and families under the Children Act 1989 & 2014
- Skilled in developing care plans and coordinating interventions that support positive outcomes.
- Proven assessment experience, including risk analysis and care planning.
- Experience collaborating with multi-agency partners.
- Experience promoting continuous service improvement and positive culture.
- Produce well argued, focused, and jargon free case notes, plans and reports e.g. assessments and court reports.
- Use of policies and procedures in Social Work practice
- Experience in maintaining excellent customer service skills

Knowledge and skills

- Strong communication and relationship-building skills with children, families and professionals.
- Ability to prioritise, manage competing demands and meet statutory timescales.
- Confident using case management systems and Microsoft Office.
- Understanding of multi-agency safeguarding and how partners work together.
- Ability to apply practice frameworks, social work theory and the Knowledge & Skills Statement.
- Understanding the legal framework for Children's Social Care, including thresholds, statutory guidance and court processes.

Behaviours

- Compassionate, child-centred and committed to excellent outcomes.
- Collaborative, positive team player who models good practice.
- Resilient, adaptable and professional in challenging situations.
- Reflective in practice and committed to continuous learning.
- Builds positive, professional relationships with children, families and partners.
- Pragmatic, flexible and resilient.



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Personal Specification

Desirable criteria

- Experience in local government or the wider public sector.
- Experience in team leadership, performance oversight or budget contribution.
- Additional CPD or specialist training.
- Understanding of information governance and data security.

General (for all Council colleagues)

- **Job Evaluation:** This job description supports grading under the NJC Job Evaluation scheme adopted by Stockton Council.
- **Flexibility:** Duties listed are not exhaustive; additional tasks may be required within the scope of the role.
- **Values & Conduct:** Act in line with Council Values, Behaviours, Code of Conduct, professional standards, and promote equality and diversity.
- **Corporate Parenting:** Share the Council's ambition for children in care and care-experienced young people to thrive and be protected from harm.
- **Personal Development:** Take responsibility for your own learning and growth, as outlined in the Council's Culture Statement.
- **Customer Service:** Deliver consistently high-quality service to all internal and external customers.
- **Policies & Procedures:** Comply with all Council policies and procedures.
- **Health & Safety:** Maintain personal safety and follow Council health and safety requirements.
- **Safeguarding:** Be alert to potential abuse of children and vulnerable adults and act in accordance with the Council's Safeguarding Policy.



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